

STAT

9 MAR 1977

Executive Registry

77-62036

MEMORANDUM FOR: Acting Director of Central Intelligence

FROM : William W. Wells
Deputy Director for Operations

SUBJECT : Revision in Trial Period

REFERENCE : Memo for A/DCI through DDA from D/Pers, Same
Subject, dtd 16 Feb 77

1. This memorandum provides comments on the proposals contained in referent memorandum.

2. We reaffirm our interest in extending the probationary employment period for new employees to three years and concur with the Director of Personnel's proposal for a two-phase probationary period retaining the current trial period of 12 months, wherein termination within the first year would be by the Director of Personnel on the recommendation of the Career Service and review by the Office of Personnel. We agree also that there be a requirement for a formal evaluation, in writing, of the employee's suitability before the end of the first year and, again, before the end of the three-year period. A requirement that the Heads of Operating Components make a case in writing for or against retention at the end of the three-year probationary period would be a forward step in our personnel management system and would emphasize the importance we place on supervisory responsibilities toward our new people and the early and thorough assessment of them.

3. We support the proposal that the Director's authority to terminate during this extended three-year trial period be delegated to the Director of Personnel, with an appeals mechanism, whether that delegation be of the inherent authority of the Director as Head of the Agency, or of his termination authority in Section 102(c) of the National Security Act.

William W. Wells
William W. Wells

cc: D/Pers
DDA

DDA

STAT

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Revision in Trial Period

FROM:

Deputy Director for Operations
7 E 22

EXTENSION

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NO.

DATE

TO: (Officer designation, room number, and building)

DATE

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OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Acting Director of
Central Intelligence 7E12

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OFFICIAL ROUTING SLIP

Executive Registry

77-6203/4

TO	NAME AND ADDRESS	DATE	INITIALS
1			
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ACTION	DIRECT REPLY	PREPARE REPLY
APPROVAL	DISPATCH	RECOMMENDATION
COMMENT	FILE	RETURN
CONCURRENCE	INFORMATION	SIGNATURE

Remarks:

George:
Personnel notes on the memo to the ADCI that the DDO may want a trial period that is longer than one year, without the necessity to go through the complicated appeal process. I would think it would be worth getting his view, perhaps those of the other Deputies before Hank decides. This can be done simply by circulating the paper, not by having a meeting on the subject.

FROM:	TO RETURN TO SENDER
SS AND PHONE NO.	DATE
UNCLASSIFIED	CONFIDENTIAL
SECRET	